



## Supplier Diversity Inclusion Plan • Calendar Year 2020

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**Agency:** Commerce

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### 2020 Commerce Supplier Diversity Inclusion Plan

Agency's plan to increase participation of certified small minority, women, and veteran owned firms:

**Direct Purchasing:** Diversifying our spend is a priority at the executive level here at Commerce. And yet, our efforts during the past few years have not increased our diverse spend in the area of our non-pass through purchases and procurements. We are engaging leadership through a change management approach to develop a new plan with different approaches for increasing our certified firm participation. We look forward to significantly increasing our direct purchasing when the limit is raised for certified businesses (we were informed that this was in process last year). In addition, we had some meaningful successes in 2019, including focusing on hiring a certified firm for a priority agency-wide IT planning and engagement process. The minority-owned certified firm worked with over half of our agency on the project, and really raised awareness about the availability of such firms!

**Pass-through funding:** We will continue tracking diverse spend on our pass-through funding. We will continue this effort with the intention to significantly increase diverse spend on our pass-through funding. We believe that this effort will also encourage staff to be more aware of and more attentive to the need to diversify our direct purchases and procurements as well.

**Technical Assistance and Business Support:** We are increasing our outreach and assistance to small businesses and we want to especially reach diverse businesses. We are also investing in projects and organizations that build small business capacity, especially with disadvantaged businesses.